



# Pathways Programs for Students and Recent Graduates





# Pathways Programs

## What are the Pathways Programs?

- Internship Program (*student employment*)
- Recent Graduates Program (*entry-level*)
- PMF Program (*leadership development*)

Three  
Programs!  
Three  
Pathways!



# Pathways Programs

## Features of the Pathways Programs:

- Exposure to a variety of Federal jobs
- Meaningful training
- Mentoring
- Career Development Opportunities



# Internship Program

## Pathways Internship Program:

- Includes development component (i.e., Individual Development Plan)
- Offers part-time or full-time, paid internship
- Requires a participant agreement
- Veterans' preference is applied



**Career  
Exploration**



# Internship Program

## Eligibility:

- Students enrolled at least half-time
- Qualifying educational institution pursuing:
  - High-school/GED
  - Vocational/Technical/Certificate
  - Undergraduate
  - Graduate
  - Professional

# Internship Program

## Different ways to work:

- Temporary - up to 1 year
- Indefinite – until degree completion
- Part- or full-time duty schedule





# Internship Program

**Agencies ensure each Intern has the following:**

- A Participant Agreement
- Individual Developmental Plan





# Internship Program

## **Conversion to competitive service**

- All Participants potentially eligible for a Term or permanent appointment
  - Must successfully complete program requirements
  - Must meet OPM Qualification standard





# Recent Graduates Program

## Pathways Recent Graduates Program

- Includes development component
  - Mentoring, formal training
- Hire graduates up to two years after completing academic requirements
  - Up to six years for certain preference eligible veterans
- Requires a participant agreement
- Veterans' preference is applied



# Recent Graduates Program

## Eligibility:

- Individuals who completed a qualifying educational program within the preceding 2 years:
  - Vocational/Technical/Certificate
  - Undergraduate
  - Graduate
  - Professional



# Recent Graduates Program

## Full-time work in a chosen occupation

- Participants work full-time
- Participate in 1 or 2-year career development program





# Recent Graduates Program

## Agencies ensure each Recent Graduate has:

- A Participant Agreement
- A mentor
- An Individual Developmental Plan
- At least 40 hours of formal interactive training per year





# Recent Graduates Program

## **Conversion to competitive service**

- All Participants potentially eligible for a Term or permanent appointment
  - Must successfully complete program requirements
  - Must meet OPM Qualification standard



# PMF Program

## Presidential Management Fellows:

- Federal Government's premier leadership development program for advanced degree candidates
- Created over three decades ago
- Revamped under Pathways to develop the best cadre of Federal leaders



**PMF** PRESIDENTIAL  
MANAGEMENT  
FELLOWS PROGRAM  
U.S. OFFICE OF PERSONNEL MANAGEMENT



# PMF Program

## Eligibility to apply:

- Advanced degrees only
- Individuals who completed a qualifying educational program within the preceding 2 years
- Also, individuals who expect to complete degree requirements by August 31 of the academic year in which the competition is held



# PMF Program

## Agencies ensure each Fellow has:

- A Participant Agreement
- A senior-level mentor
- An Individual Developmental Plan
- At least 80 hours of formal interactive training per year







# PMF Program

## Conversion to Competitive Service

- All Participants potentially eligible for a Term or permanent appointment
- Must meet OPM Qualification standard
- Must have experience certified by the Executive Review Board (ERB)



# Students and Recent Graduates – USAJOBS

Welcome Students and Recent Graduates



Under President Obama's leadership, the Federal Government has taken steps to help students and recent graduates join the Federal service. New opportunities will appear on USAJOBS as agencies post them. We encourage you to visit this site periodically, or set up a [saved search](#).

Find Internships

Find Recent Graduate Jobs

Additional Resources

What you need to know about the Pathways Programs...



# Contact

Recruitment Policy and  
Outreach

U.S. Office of Personnel  
Management

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